



# Impact: Working Toward a Better Future

The Report on Environmental, Social, and Governance for 2024 from Gevo, Inc.



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#### About This Report & Use of Global Reporting Initiative Standards

This 2024 Impact Report is written to tell the story of how Gevo is advancing its mission reducing greenhouse gas emissions, supporting food and feed systems, fostering rural economic value, and scaling a business system capable of delivering low-carbon fuels at meaningful scale. To guide topic selection and help structure how we describe our approach to environmental, social, and governance matters, Gevo has used the Global Reporting Initiative (GRI) Standards (2021) as a reference framework. This report is not intended to represent full GRI compliance, nor is it presented “in accordance with” GRI. Instead, we have selectively aligned relevant sections with these standards, with the goal of making the report more transparent, useful, and credible.

# UN Sustainable Development Goals

Gevo’s business continues to align with key UN Sustainable Development Goals (SDGs), especially those related to food security, affordable and clean energy, climate action, decent work and economic growth, responsible consumption and production, gender equality, and partnerships.



## SDG 2: Zero Hunger

End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

Our approach is consistent with all aspects of our business system: We adjust our strategy for practicality and sustainability, incorporate constant improvement and document it, and analyze the impact of the changes we make.

### FOCUS

Through our work with the USDA Climate-Smart Commodities Grant Program, we are incentivizing growers to implement sustainable and regenerative practices.

Our business system incorporates sustainably grown bio-based feedstocks into a process for producing advanced renewable fuels, while capturing the protein of those feedstocks for use in the food and feed chain as high-value nutrition products.

Protein-rich feed for livestock increases animal protein in the food chain, supporting improved nutrition and helping to reduce the prevalence of anemia around the world.





### SDG 5: Gender Equality

Achieve gender equality and empower all women and girls

We're building a sustainable business that puts the best people in each role, and that means creating opportunities for all people to achieve and grow in their professional life.

**FOCUS**

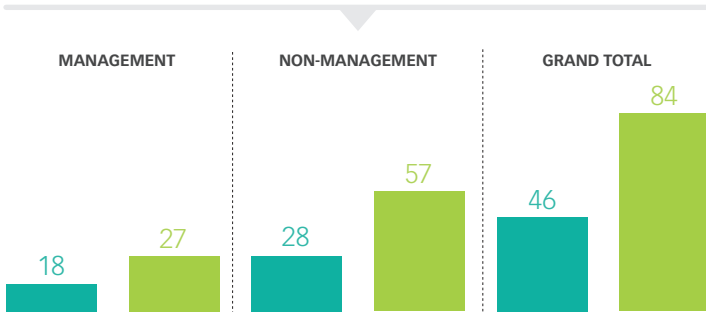
We continue to recruit, retain, and promote women, particularly in leadership and technical roles.

We adopt and adhere to policies and programs that enable flexibility and career growth.

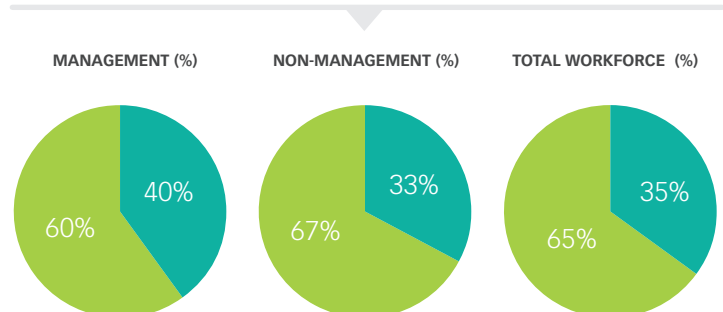
We are committed to empowering women across our value chain, promoting gender equality.

### Gender Employment Breakdown Tables (2024)

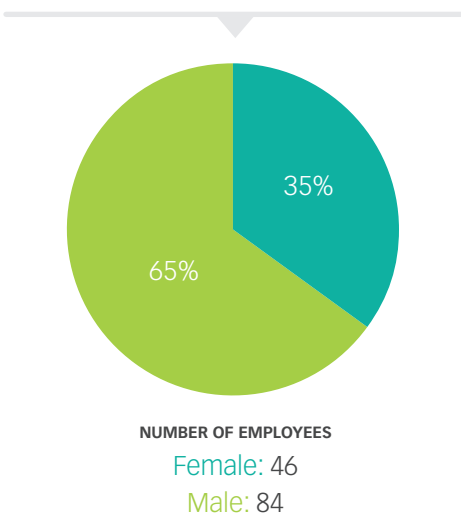
**Table 1.**  
Gender Breakdown by Management Level (Employee Counts)



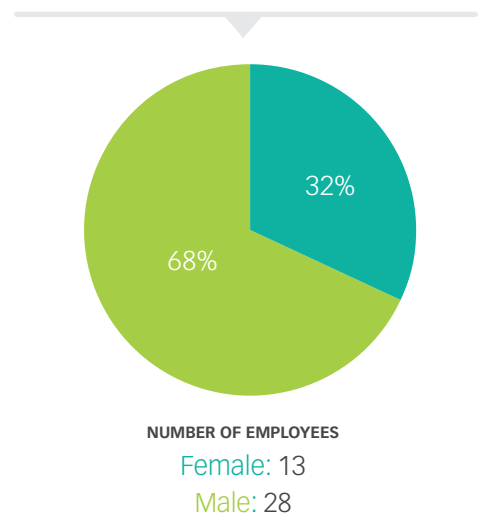
**Table 2.**  
Gender Breakdown by Management Level (Percentages)



**Table 3.**  
Overall Gender Distribution  
(Total Workforce)



**Table 4.**  
Gender Distribution for Subgroup of  
Employees (Location-Based Subset)



Female Male

## Salary Breakdown of New Hires by Gender and Management Status (2024)

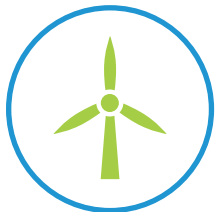
### Management New Hires

6 NUMBER OF NEW HIRES	\$187,774 AVG. SALARY (USD)	\$182,231 MEDIAN SALARY (USD)
9 NUMBER OF NEW HIRES	\$166,463 AVG. SALARY (USD)	\$134,712 MEDIAN SALARY (USD)

### Non-Management New Hires

7 NUMBER OF NEW HIRES	\$135,737 AVG. SALARY (USD)	\$130,000 MEDIAN SALARY (USD)
19 NUMBER OF NEW HIRES	\$98,160 AVG. SALARY (USD)	\$73,726 MEDIAN SALARY (USD)

Female Male



### SDG 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all

Central to Gevo’s mission is the development, scaling, and global commercialization of drop-in fuels made from sustainable feedstocks that help provide energy at affordable cost within existing energy infrastructure.

Focus

We continue to make strides in bringing sustainable/synthetic aviation fuel (SAF) and other renewable hydrocarbons to the transportation sector. Reducing carbon intensity is a central tenet of our business and will continue to be a key value driver for our renewable fuels portfolio.

Our dairy-based renewable natural gas project in Northwest Iowa produces 400,000 MMBtu per year using a system that captures methane gas from the manure of about 20,000 milking cows and provides low-carbon RNG to pipelines.

Our development facility in Luverne, Minnesota, uses wind turbines to provide renewable process energy.

The engineering process for NZ1, our production facility under development in Lake Preston, South Dakota, is focused on incorporating renewable energy and improved efficiency at every stage, including wind turbines for process energy. When excess renewable electricity from the NZ1 windfarm is available, it will be expected to partially support the electricity demands to generate green hydrogen through water electrolysis.



### SDG 8: Decent Work and Economic Growth

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Sustainable economic growth is at the heart of everything we do, particularly in rural communities that will lead the transition to energy and chemicals derived from sustainable feedstocks.

**FOCUS**

Gevo’s NZ1 facility is expected to be the single largest economic investment in South Dakota history, and we plan to continue to engage the community through hiring locally for high-quality jobs in rural communities and contributing to the area economy.

Gevo supports entrepreneurship and small business around our project sites.<sup>6</sup>

Our Gevo USDA Farm-to-Flight program encourages meaningful work with farmers situated around our facilities, encouraging regenerative agriculture practices.

Remote work provides our team with work-life balance and reduces commuting transportation costs and emissions.

Gevo encourages creativity and innovation and promotes continuing education.

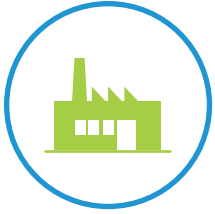
Gevo is in alignment with SDG target 8.3: As we plan the development of our NZ1 plant, we are employing engineers, researchers, and advisors. Gevo also works with small- and medium-sized businesses to support entrepreneurship, creativity, and innovation, and we encourage job growth through permanent positions and productive activities.

Gevo is in alignment with SDG target 8.4: We are working toward decoupling economic growth from environmental degradation and are working to enhance the economic value of agricultural products.

Gevo is in alignment with SDG target 8.5: We create jobs for men and women and are working to deliver equal pay for work of equal value.



6: <https://www.farmers.gov/blog/ready-takeoff-how-gevos-farm-flight-program-is-working-decarbonize-aviation-sector> "Ready for Takeoff: How Gevo’s Farm-to-Flight Program is ..."



## SDG 9: Industry, Innovation, and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

Gevo’s mission is centered on producing renewable fuels and chemicals that are drop-in ready with current infrastructure, finding innovative pathways to improved efficiency, reduced waste, and enhanced sustainability.

### Focus

By creating processes to produce drop-in renewable fuels, Gevo expects to speed the energy transition as end users continue to use the legacy engines and propulsion systems they currently operate, as well as the existing infrastructure for fuel transportation and distribution, without a need for modification.

Deploying Verity Tracking as an advanced digital infrastructure for carbon accounting will help track and grow agricultural value across supply chains.<sup>1</sup>

Gevo continues to strengthen our intellectual property portfolio around alcohol-to-olefins conversion and renewable chemical upgrading, advancing processes that increase yield, efficiency, and flexibility for low-carbon fuels and biobased molecules. The company secured three U.S. patents, all reflecting its strategy of converting biogenic feedstocks into higher-value intermediates, supporting sustainable aviation fuel pathways, renewable chemicals, and carbon-optimized production models. These filings reinforce Gevo’s innovative position in catalytic process design and carbon-efficient conversion technologies. The patents granted to Gevo in 2024 were:

- **US 12,091,373 B2:** “Systems and processes for catalytic conversion of C1–C5 alcohols to C2–C5 olefin mixtures” with a focus on converting C1–C5 alcohols into C2–C5 olefins using doped zeolite catalysts, enabling scalable production of olefins for fuels and chemicals;
- **US 12,043,587 B2:** “Simultaneous dehydration, oligomerization, and cracking of C2–C5 alcohols” with a focus on Gevo’s breakthrough ethanol-to-olefins (ETO) process, converting ethanol into a C2–C7 olefin mix suitable for downstream fuel/chemical upgrading, improving efficiency and yield;
- **US 12,006,284 B2:** “Upgrading of fusel oils over doped alumina” with a focus on one-step catalytic upgrading of fusel oils (a byproduct stream) into higher-value renewable chemical molecules using doped alumina catalysts.



1: <https://www.sec.gov/Archives/edgar/data/1392380/000139238025000011/gevo,20241231x10k.htm> “GEVO, INC.\_December 31, 2024”



**SDG 10: Reduced Inequalities**  
 Reduce inequality within and among countries

By building a renewable energy system based on agricultural resources, and including food security in our fundamental goals, our business system will help more nations benefit from energy and chemicals derived from sustainable feedstocks, not just as customers but as full participants in the economic growth.

**FOCUS**

By turning the transportation, energy, and food sectors towards renewable resources and away from fossil-based energy, Gevo expects to leverage improved efficiencies and carbon-emission mitigation with great scale for potential positive economic results.

By designing programs that include historically under-served farmers, we share the value proposition of our technology and ideas with rural communities.<sup>10</sup>

Drop-in fuels use existing infrastructure around the world and offer easy, low-cost adoption, helping to reduce foreign-energy dependence.

Gevo’s fuels are expected to reduce carbon monoxide (CO), sulfur oxides (SOx), and particulate matter pollution where they are used, potentially reducing localized pollution and helping to improve health in those areas.

We create economic incentives for growers who use regenerative agricultural practices, which results in higher pay for those farmers who add value to our feedstock by sequestering carbon and reducing carbon intensity, while also adding protein to the food chain.

An Advisory Council was in development by January 2025. The role of this Council was to identify historically underserved and small growers in the project areas who could benefit from participation in this project. The Council also aimed to support historically underserved grower engagement and recruitment. Gevo started a dialogue with the Standing Rock Sioux Tribe to understand the needs of the Tribe’s Indigenous farmers and how this project might serve their community.

Historically Underserved and Small Growers Project Actuals:

- 23% of enrolled acres were female-owned / 16% of enrolled farmers were women
- 0% of enrolled acres were Indigenous Tribal producer-owned
- 4% of enrolled acres were beginning or small producer-owned / 7% of enrolled farmers were beginning farmers or small farms

At least 27% of enrolled acres were owned by historically underserved and small growers. The percentage is likely higher because we did not ask growers to self-identify as historically underserved or as a small grower in the enrollment process. Our project was designed to be accessible to all grower demographics, without criteria for farm characteristics, such as size of operation or experience with climate-smart practices.

As represented by the Ag Census data, the most prevalent historically underserved growers in the project areas are women (31.15% of farmers in South Dakota and 33% of farmers in Iowa), beginning farmers (24.80% in South Dakota and 26.85% in Iowa), and veteran farmers (8.26% in South Dakota and 7.44% in Iowa). Small farms represent 58.11% of farms in South Dakota and 56.68% in Iowa. Our enrollment numbers reflect the trend for predominant historically underserved grower groups in the two project areas.

10: [https://www.nasdaq.com/press\\_release/farmers\\_edge\\_and\\_gevo\\_enter\\_collaboration\\_on\\_climate\\_smart\\_farm\\_to\\_flight\\_project](https://www.nasdaq.com/press_release/farmers_edge_and_gevo_enter_collaboration_on_climate_smart_farm_to_flight_project) "Farmers Edge and Gevo Enter Collaboration on Climate ..."



## SDG 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns

Gevo bases its business systems on reducing waste, increasing efficiency, and rewarding adoption of improvements in sustainability with economic benefit as the best way to ensure continued support and growth.

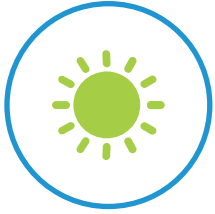
**FOCUS**

We continuously evaluate processes for efficiencies to ensure we use our feedstock fully to optimize value.

We work to reduce waste and manage and dispose of hazardous chemicals properly, always following recommended best practices, eliminate emissions or mitigate them where feasible and properly manage water use, quality, and disposal.

We constantly examine ways for farmers to produce crops with ever-lower carbon intensity and realize added value for their efforts, and our partnerships with farmers help optimize their operations for lower consumption of fertilizers and fuel.

Gevo helps farmers and other ag-based businesses to track carbon intensity of their feedstock and assign its value throughout the entire lifecycle of a product through Verity, our distributed ledger carbon-accounting platform. This system provides transparency and traceability of our product inputs and ensures auditable data, expanding the reach of carbon-intensity tracking and helping measure the impact of sustainability practices on manufactured products and services, revealing potential efficiencies.



## SDG 13: Climate Action

Take urgent action to combat climate change and its impacts

Gevo’s mission is to develop, scale, and commercialize renewable fuels and chemicals and high-value nutritional products that can be produced with net-zero or net-negative GHG emissions. The key is to reduce agricultural emissions due to farm production and livestock and cut dependence on fossil fuels that emit tremendous amounts of fossil carbon into the atmosphere—root causes of climate change.

### FOCUS

Gevo is working toward the manufacture of high-value nutrition products, renewable fuels, and renewable chemicals on a commercial scale to reduce carbon emissions while supporting the food-production and transportation sectors.

We design our processes to produce renewable hydrocarbon fuels and chemicals with the expectation that they will yield significantly lower GHG emissions when measured across the full lifecycle when compared with their fossil-based equivalent products.

Gevo advanced the design and engineering plans for our NZ1 facility, building in multiple decarbonization technologies to support our goal of producing SAF and other fuels with net-zero or net-negative GHG emissions.

Our Verity subsidiary is building tools to track and verify carbon-intensity and other sustainability attributes of feedstocks all the way through the supply chain using the Argonne GREET model.

- Gevo’s RNG facility captures methane from dairy manure that would otherwise be emitted and upgrades it into pipeline-quality RNG, displacing fossil natural gas and reducing lifecycle emissions.
- Our team participated in multiple venues to advance cost-effective climate action within the United States and internationally.





## SDG 17: Partnerships for the Goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Gevo collaborates with businesses and government agencies to accelerate climate-smart value chains, SAF deployment, and carbon-accounting transparency. In 2024, Gevo deepened and diversified strategic partnerships across agriculture, carbon markets, technology, and public policy to expand the reach and credibility of low-carbon solutions. Our partnerships reflect the belief that no single organization can decarbonize transportation or agriculture alone and impact requires alignment across growers, technology providers, project developers, financiers, and public agencies. Gevo's SDG-17 strategy operates across the value chain:

### Strengthening Climate-Smart Agriculture

#### USDA Climate-Smart Farm-to-Flight Program

Gevo continued leading its USDA-funded Climate-Smart initiative, supporting farmer adoption of regenerative and data-verified practices to reduce crop carbon intensity while improving rural economics.

#### Farmers Edge Partnership

In April, Gevo and Farmers Edge formalized collaboration to integrate **FarmCommand® agronomic data with Gevo's Verity Tracking platform**, enabling transparent field-level carbon measurement for growers participating in Farm-to-Flight programs across Iowa, South Dakota, and Standing Rock Reservation in North and South Dakota.

### Accelerating Digital Carbon-Accounting Infrastructure

#### Verity + ClearFlame Collaboration

In May, Verity partnered with ClearFlame Engine Technologies to demonstrate a field-to-fleet decarbonization pathway for heavy-duty trucking powered by low-CI ethanol, tracked and authenticated with Verity.

#### Verity + Midwest Renewable Energy (MRE)

In December, Verity signed MRE as a commercial customer, providing end-to-end carbon accounting from farm input through gallon-level CI scoring to support participation in LCFS, IRA tax credits, and voluntary markets.

*Our partnerships reflect the belief that no single organization can decarbonize transportation or agriculture alone and impact requires alignment across growers, technology providers, project developers, financiers, and public agencies.*

### Scaling SAF Project Development through Technology Partners

Across the year, Gevo advanced development of ATJ production projects with key execution partners, including **Fluid Quip Technologies, PRAJ Industries, Zero6, McDermott, and Fagen**, each providing technical capabilities essential to commercializing alcohol-to-jet production.

#### Shell Motorsport Agreement

Gevo signed a purchase agreement with Shell Global Solutions Deutschland to supply low-carbon racing-fuel components, demonstrating performance parity of renewable fuels in high-demand applications.<sup>5</sup>

#### LG Chem Joint Development Agreement Extension

Gevo and LG Chem extended a joint development agreement to advance commercialization of Gevo's Ethanol-to-Olefins (ETO) technology for renewable chemicals.

5: [https://investors.gevo.com/news/releases/news\\_release\\_details/gevos\\_verity\\_subsidary\\_continues\\_expand\\_customer\\_base\\_and\\_gevos\\_verity\\_subsidary\\_continues\\_to\\_expand\\_customer\\_base](https://investors.gevo.com/news/releases/news_release_details/gevos_verity_subsidary_continues_expand_customer_base_and_gevos_verity_subsidary_continues_to_expand_customer_base)

### Red Trail Energy Acquisition

Gevo's acquisition of Red Trail Energy, including a commercial ethanol plant with integrated CCS, is expected to strengthen regional partnerships and build a low-carbon platform for SAF production in North Dakota.

### Leveraging Public-Sector Partnerships

#### U.S. Department of Energy Loan Programs Office

In October 2024, DOE issued a conditional commitment of up to \$1.46 billion in loan guarantees for ATJ-60 (formerly known as Net-Zero 1), validating the viability and decarbonization potential of Gevo's SAF production system.

#### USDA Partnerships for Climate-Smart Commodities Grant Program

Gevo continued to lead its USDA-funded Climate-Smart Commodities initiative, supporting grower adoption of regenerative and data-verified practices that improve farmland efficiency.

In addition to these, Gevo continues to participate in industry organizations, working groups, and policy discussions that shape the markets in which we operate, including global, national, and sector-specific associations to accelerate the commercialization of low-carbon fuels, expand regenerative agriculture markets, advance SAF policy frameworks, and build shared infrastructure for decarbonization. These memberships reinforce Gevo's partnership-driven approach aligned with **SDG-17: Partnerships for the Goals** and a full list can be found in **Section 5.4 Partnerships, Trade Associations, and Industry Leadership**.



## Section 2

# Health, Safety, and Environment

## 2.1 Health and Safety: Safety Comes First

Gevo remains committed to an injury- and incident-free workplace. We view the health and safety of our employees, contractors, and neighbors as foundational to our long-term success.

Our operations span a variety of environments, including:

- The Renewable Natural Gas (RNG) facility in Doon, Iowa
- A laboratory at the Englewood, Colorado corporate office
- A Development Facility in Luverne, Minnesota
- Remote and hybrid work settings across the U.S. and abroad

Each of these environments presents distinct occupational health and safety considerations. At the Englewood laboratory, scientists and technical staff conduct research involving chemicals, biological materials, and specialized equipment. These activities carry potential risks of exposure, spills, or equipment-related incidents, all of which are mitigated through rigorous laboratory safety protocols, personal protective equipment (PPE) requirements, and hazard communication training.

Positive impacts of Gevo’s approach include improved employee well-being, safer work environments, regulatory compliance, and operational reliability. By maintaining high safety standards, Gevo upholds employees’ human right to a safe and healthy workplace and contributes to community stability by minimizing incidents and disruptions.



*By maintaining high safety standards, Gevo upholds employees’ human right to a safe and healthy workplace.*

Our safety program includes:

- Clear governance and accountability, with executive oversight of health and safety programs at the corporate level
- Site-level leadership responsible for daily implementation and continuous improvement
- Training, written procedures, safe-work practices, and appropriate PPE

We continue to rely on:

- **Energy Risk Assessment (ERA):** Empowering frontline employees to evaluate tasks, identify hazards, and stop work when conditions are not safe.<sup>8</sup>
- **Behavior-Based Safety (BBS):** Encouraging peer-to-peer feedback, near-miss reporting, and proactive hazard identification, rather than relying solely on lagging indicators.<sup>8</sup>
- **Process Safety Management (PSM):** Managing the risks associated with chemicals, high-pressure systems, and complex processing equipment at our production and laboratory facilities.<sup>8</sup>

In 2024, Gevo implemented multiple initiatives to enhance health and safety performance across all operations:

- Conducted annual compliance and safety training for all employees and contractors.
- Maintained laboratory safety inspections and chemical inventory audits in Englewood to ensure compliance with OSHA and EPA standards.
- Performed emergency drills at the GevoRNG site, the Luverne facility, and Englewood lab, including fire, spill, and evacuation scenarios.
- Implemented monthly safety talks and near-miss reporting to encourage proactive hazard recognition.
- Safety briefings before tours are given at each location.
- Designed the framework for the Registered Apprenticeship Program (launching 2025) with embedded safety training modules.

No major incidents, regulatory violations, or safety-related penalties were recorded in 2024. Potential negative impacts could arise through operational activities, particularly in laboratory, production, or maintenance settings, or via contractors performing specialized work. Gevo mitigates these risks by enforcing strict safety protocols aligned with the Occupational Safety and Health Administration (OSHA), the Environmental Protection Agency (EPA), and local regulations, including safety training for all contractors and visitors who enter operational or laboratory areas.

Stakeholder engagement in safety includes:

- Site-level safety meetings and lab-safety committees, providing opportunities for employees to raise issues and recommend improvements
- Pre-job safety briefings and collaboration with contractors on risk assessments and emergency preparedness

Employee and stakeholder input directly shapes updates to training content, communication frequency, and process safety improvements. This continuous feedback cycle ensures that Gevo’s occupational health and safety programs remain effective, compliant, and responsive across all operational environments.

Gevo has implemented a comprehensive Health, Safety, and Environmental (HSE) management system that meets or exceeds applicable federal, state, and local regulatory requirements and aligns with the core principles of ISO 45001, though it is not formally certified. The system applies to 100% of Gevo’s employees and contractors.

Contractors and visitors performing work on Gevo sites are required to comply with HSE policies, complete site-specific safety orientations, and adhere to OSHA, EPA, and local safety regulations. As of December 31, 2024, 100% of Gevo’s workforce (employees and contractors) were covered by the HSE management system, and no material worker groups or workplaces were excluded.

## Gevo Safety Performance Narrative and Statistics (2020–2024)

Improving Safety Year Over Year with Substantial person-hours and fewer incidents.

Gevo works to ensure that we are a positive contributor to the communities in which we work, and our safety program helps to reduce the risk of creating problems in our relationship with area citizens and local governments. According to the Bureau of Labor Statistics in 2023, the Total Recordable Incident Rate (TRIR) across all industries per 100 employees, including private industry and state and local governments, was 2.7. For private industry in the same period, the TRIR was 2.4. For these statistics, anything below 3.0 is considered acceptable, and we knew we could do better. It’s a priority for us because workplace injuries can have an impact on people’s lives at a very basic level. While a single injury can affect the performance of a team of colleagues and even alter the dynamic in an entire workplace, it can also change the entire mindset of workers, both at work and in the rest of their lives. We at Gevo are focused on the well-being of our people, because we know it’s the right thing to do.

In comparisons of safety data since 2020 at our facilities, including Gevo, Agri-Energy, Verity, and Gevo NW Iowa RNG personnel, we compared the changes to the total person-hours worked in each business unit with the changes to the TRIR industry standard stipulation that a TRIR below 3.0 is considered a good rate.

In 2023, Gevo had one incident for a TRIR of 0.938. By comparison, in 2022, we had two incidents total, for a TRIR of 2.090. In 2021, Gevo and Agri-Energy had one incident total for a rate of 1.598. And for total person-hours in 2020, there were a total of two incidents for a rate of 5.0706.

In 2024, Gevo continued to improve safety performance, with 328,028 total person-hours worked and only one recordable injury, resulting in a TRIR of 0.61, significantly outperforming the industry benchmark and reflecting ongoing enhancements to safety systems, training, and operational controls.

### Gevo Safety Statistics (2020–2024)

YEAR	TOTAL PERSON-HOURS (GEOV)	TOTAL INCIDENTS	TRIR
2020	48,265	2	5.0706
2021	89,901	1	1.598
2022	138,672	2	2.090
2023	199,506	1	0.938
2024	328,028	1	0.61

## 2.2 Environment: Transparency and Accountability

Our environmental strategy centers on transparency, lifecycle thinking, and the disciplined use of science-based tools.

Key pillars include:

- Lifecycle Carbon Accounting: We continue to use the Argonne GREET models to measure, predict, and verify the carbon intensity of our fuels and products from feedstock through end use.<sup>1</sup>
- Decarbonized Energy Inputs: Our business model for ATJ-60 and related projects is built on using low-carbon feedstock, renewable electricity, RNG, and CCS to drive carbon intensity as low as possible.<sup>13</sup>
- Verity, Enabled Transparency: Through Verity, we aim to provide auditable, digital chain-of-custody records for carbon and sustainability attributes across the supply chain.<sup>11</sup>



### 2024 Greenhouse Gas Emissions (Total combined)

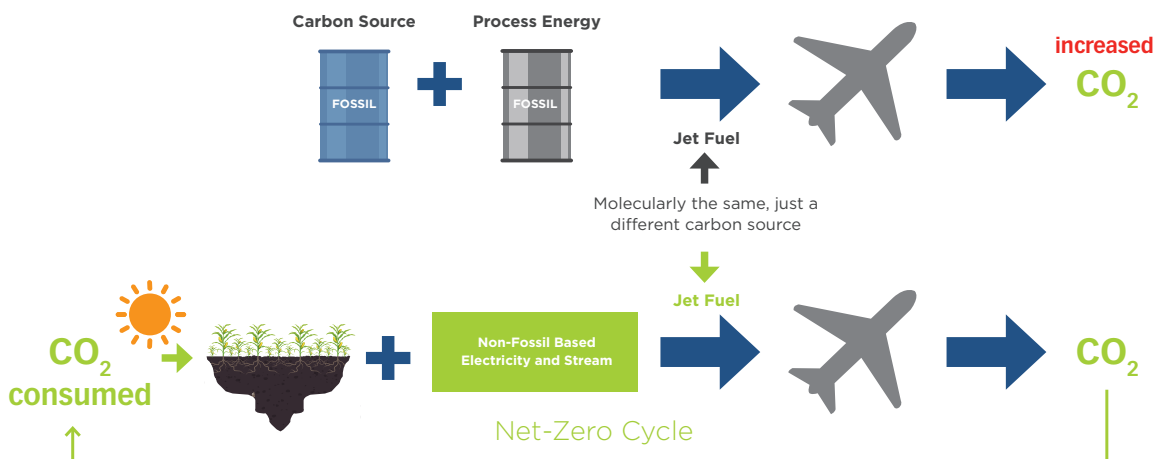
The following emissions summary includes activities at:

- Gevo Corporate Headquarters and Fermentation Laboratory
- Agri-Energy/Luverne
- Brookings Satellite Location
- Verity
- Gevo NW Iowa RNG, LLC

(Includes Meadowland Dairy, Rock River Jerseys (Dairy), Winding Meadow Dairy)

**Energy Consumption:** 12,895 MWh (est.) [compared to 2023: 12,938 MWh (est.)]

- **Scope 1 (fossil):** 5,721 metric tons CO<sub>2</sub> equivalent (mT CO<sub>2</sub>e) [compared to 2023: 5,693 metric tons CO<sub>2</sub> equivalent (mT CO<sub>2</sub>e)]
- **Scope 1 (biogenic):** 5,855 metric tons CO<sub>2</sub> equivalent (mT CO<sub>2</sub>e) [compared to 2023: 9,286 metric tons CO<sub>2</sub> equivalent (mT CO<sub>2</sub>e)]
- **Scope 2 (subregion):** 6,269 metric tons CO<sub>2</sub> equivalent (mT CO<sub>2</sub>e) [compared to 2023: 5,569 metric tons CO<sub>2</sub> equivalent (mT CO<sub>2</sub>e)]



1: <https://www.sec.gov/Archives/edgar/data/1392380/000139238025000011/gevo, 20241231x10k.htm> "GEVO, INC., December 31, 2024"

11: <https://veritytracking.com> "Verity Tracks Sustainability with Distributed Ledger Technology"

13: <https://www.marketwatch.com/story/gevo, stock, soars, on, 1, 46, billion, doe, loan, for, sustainable, aviation, fuel, plant, 847885ea> "Gevo stock soars on \$1.46 billion DOE loan for sustainable aviation fuel plant"

## Section 3

# Social

## 3.1 Gevo’s Culture and Workforce (GRI 2, 401)

Gevo's culture is built on a simple idea: People want to do work that matters.

Throughout our Englewood headquarters, the Renewable Natural Gas facility in Doon, Iowa, our distributed remote workforce, and our engineering design team in Pune, India, our team brings expertise in engineering, finance, farming, operations, data science, and policy to build a business that can reduce waste and increase efficiency, support food and feed systems, and strengthen rural communities.

At year-end 2024, Gevo employed **145 permanent, full-time employees**, including **49 women and 96 men**. Gevo did not employ part-time employees in the reporting period. This workforce structure reflects our focus on stable, skilled roles that are critical for operating our facilities, advancing project development, and building digital and engineering capabilities.

In 2024, **no labor or human-rights violations were reported**. Potential risk areas, such as contracted maintenance and logistics vendors at the Doon facility, are managed through contractual requirements for compliance with labor, wage, and safety laws. The engineering partnership in Pune, India, is governed by the same ethical and non-discrimination standards as the rest of the organization.

No confirmed incidents of non-compliance or adverse employment impacts occurred in 2024.

Gevo also prepared for the acquisition of the North Dakota ethanol plant (the transaction closed on January 31, 2025), but no employment or operational activity occurred there during the 2024 reporting year.

### Key employment-related policies and commitments include:

- Equal Employment Opportunity and Non-Discrimination Policy
- Health, Safety, and Environmental Policy
- Employee Code of Conduct
- Total Rewards Philosophy emphasizing competitive and equitable pay and benefits
- Diversity, Equity, Inclusion, and Belonging (DEIB) Statement
- Workforce Development and Training Commitment, including design of a Registered Apprenticeship Program for 2025 implementation

All policies are accessible through Gevo’s digital employee handbook



and internal SharePoint platform, with annual employee acknowledgment and training delivered through the Rippling HRIS.

In 2024, Gevo:

- Launched a structured **30-day onboarding survey**, which highlighted a smooth, welcoming experience and clear communication.
- Filled critical roles across operations, corporate, and engineering teams while maintaining **voluntary turnover below 25%**.
- Identified successors for key roles (CEO, COO, CFO, Chief Customer Officer, and Marketing & Brand Officer), with **100% of high-potential leaders now having development plans in place**.
- Improved female representation in manager and non-manager positions by approximately **five percentage points each**.
- Transitioned to **Delta Dental and VSP Vision** to enhance benefits coverage and accessibility.
- Strengthened collaboration tools and inclusion initiatives for remote employees and the India engineering team.

We measure effectiveness through turnover trends, leadership retention (0% turnover among identified high-potential leaders in 2024), onboarding and engagement survey results, safety-training completion, and compensation benchmarking confirming alignment at or above market median.

Section 4 was prepared with reference to selected GRI Standards 2021; Gevo uses GRI as guidance for topic selection and structure, not as a full “in accordance with” GRI disclosure.

## 3.2 Benefits and Parental Leave (GRI 401-2, 401-3)

Gevo provides a comprehensive and competitive benefits package to all full-time employees, defined as those regularly scheduled to work 30 or more hours per week, across locations including Englewood, remote-based roles, and the Northwest Iowa RNG site.

Full-time employees are eligible for:

- Medical, dental, and vision insurance
- Company-paid short-term and long-term disability (STD/LTD)
- Company-paid life insurance
- Paid vacation and paid sick time (in accordance with state and local requirements)
- Paid parental leave for maternal and paternal caregivers
- 401(k) retirement plan with company match in Gevo stock
- Education reimbursement program

These benefits are not extended to temporary or part-time employees. However, **all employees, regardless of classification,**

**have access to Gevo’s Employee Assistance Program (EAP)** and paid sick leave as required by applicable regulations.

### Parental leave in 2024:

- Female employees entitled to parental leave: 46
- Male employees entitled to parental leave: 84
- Usage and outcomes in 2024:
  - Female employees who took parental leave: 0
  - Male employees who took parental leave: 2
  - Male return-to-work rate: 100%
  - Male retention rate 12 months after return: 100%

No female employees utilized maternity or parental leave during the reporting year. Both male employees who took paternity leave returned to work after their leave and remained employed as of December 31, 2024.

## 3.3 Training, Development, and Performance (GRI 404)

Gevo’s training and education programs are designed to build capability, support compliance, and strengthen retention across our U.S. and global workforce. We emphasize continuous learning rather than one-time, annual reviews.

Policies and commitments include:

- Learning and Development Commitment provides equitable access to learning
- Health, Safety, and Environmental Policy requires safety and compliance training
- Code of Conduct and Employee Handbook outlines expectations for continuous improvement and compliance
- Equal Employment Opportunity and Non-Discrimination Policy supports fair access to training and advancement

### Key actions in 2024:

- Launched the **“Fuel Your Ambition”** professional-development series to help employees identify career goals and learning paths
- Implemented leadership development programs for **100% of identified high-potential employees and successors for critical roles**
- Deployed a **comprehensive onboarding and new-hire survey process** with strong feedback on clarity and engagement

- Delivered compliance, safety, and ethics training through the **Rippling LMS**
- Expanded **virtual training and skill-development resources** for remote and global teams

Gevo does not conduct traditional annual performance reviews. Instead, all employees are encouraged to create and maintain a **Professional Development Plan (PDP)** in collaboration with their manager. Regular one-on-one check-ins throughout the year focus on progress-development needs and future opportunities.

Effectiveness is tracked through:

- Quarterly training completion rates
- Engagement and feedback survey results, reflecting improved perceptions of development opportunities
- Leadership development metrics (number of identified successors and completed plans)
- Onboarding survey feedback, showing high satisfaction with training clarity and accessibility
- Retention data, including **0% turnover among identified high-potential employees in 2024**

No training-related grievances or violations were reported.

### 3.4 Diversity, Equal Opportunity, and Non-Discrimination (GRI 405, 406, 408)

Gevo’s commitment to diversity and equal opportunity positively impacts its workforce, culture, and innovation. By valuing different backgrounds, perspectives, and experiences, including both rural and urban viewpoints, we strengthen decision-making, problem solving, and creativity.

Potential negative impacts could arise if employees experienced bias, discrimination, or unequal access to opportunity. To mitigate this, we embed fairness, respect, and inclusion into every stage of the employee lifecycle: recruiting, onboarding, development, performance conversations, and advancement.

**Key policies and commitments:**

- Equal Employment Opportunity (EEO) Policy
- Anti-Discrimination and Anti-Harassment Policy
- Code of Conduct and Respectful Workplace Policy
- Recruitment and Selection Guidelines that support fair and inclusive hiring
- Pay Equity and Total Rewards Philosophy

These commitments apply to all employees, contractors, and applicants regardless of gender, race, ethnicity, age, disability, sexual orientation, veteran status, or any other protected characteristic.

**Actions in 2024:**

- Embedded inclusive hiring practices into recruitment processes, ensuring job descriptions and postings are skills-based and bias-aware

- Provided DEIB-awareness training as part of onboarding and leadership development
- Conducted compensation and pay-equity analyses to confirm internal fairness and market competitiveness
- Ensured equitable access to professional development programs, including for remote workers and the Pune, India team

**Non-Discrimination**

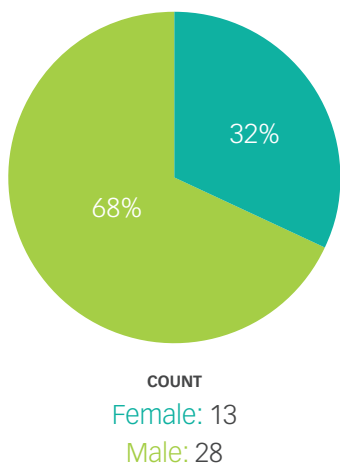
Gevo maintains a zero-tolerance approach to discrimination and harassment. All vendors, contractors, and recruitment partners are expected to comply with Gevo’s EEO and Anti-Discrimination Policy.

Key actions to prevent discrimination in 2024 included:

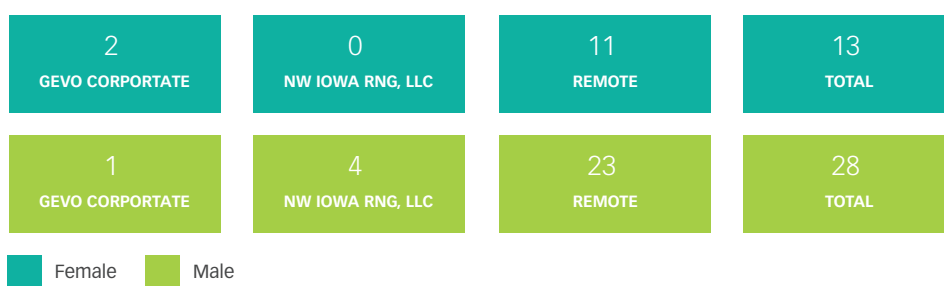
- Mandatory anti-harassment and respectful-workplace training for all employees
- Manager training on bias awareness, communication, and equitable decision-making
- Reinforced open communication and confidential reporting channels, with non-retaliation protections
- Monitoring of recruitment practices to ensure inclusive and bias-aware processes

In 2024, no discrimination, related grievances or investigations were initiated or required corrective action. Detailed diversity metrics (including diversity of governance bodies and pay, ratio information) are provided in supporting GRI data tables and spreadsheets.

**Table 1.**  
Gender Distribution of New Hires (2024)

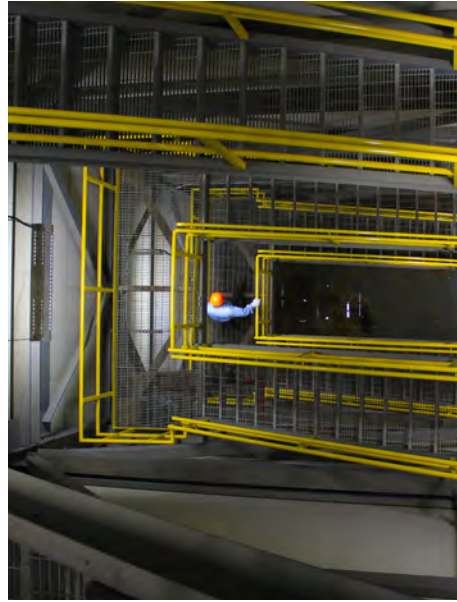
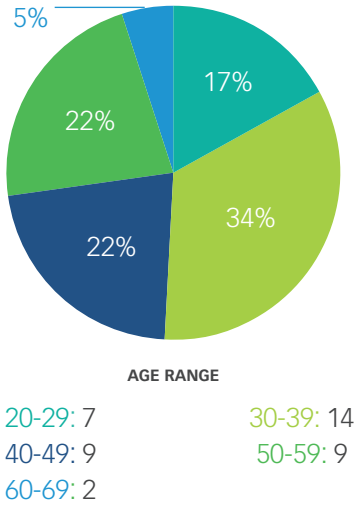


**Table 1A.**  
Gender Distribution by Work Location (2024)

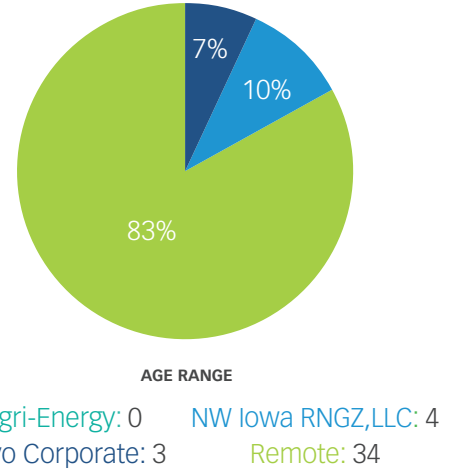


*By valuing different backgrounds, perspectives, and experiences, including both rural and urban viewpoints, we strengthen decision-making, problem solving, and creativity.*

**Table 2.**  
Age Range Distribution of New Hires (2024)



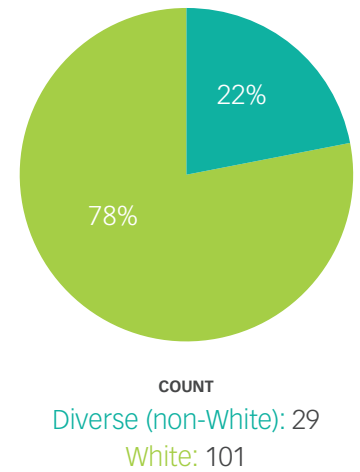
**Table 3.**  
Work Location Distribution of New Hires (2024)



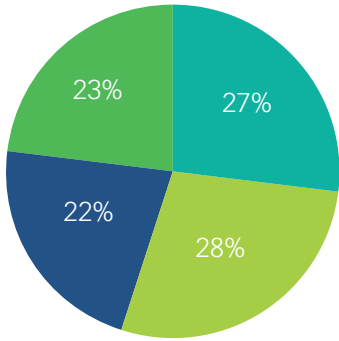
**Table 4.**  
Ethnicity Distribution by Gender (All Employees)

ETHNICITY	FEMALE	MALE	PERCENT OF WORKFORCE
Asian	6	8	11%
Black or African American	1	2	2%
Hispanic or Latino	3	6	7%
Two or More Races	2	1	2%
White	34	67	78%

**Table 4A.**  
Overall Diversity Metric (2024)

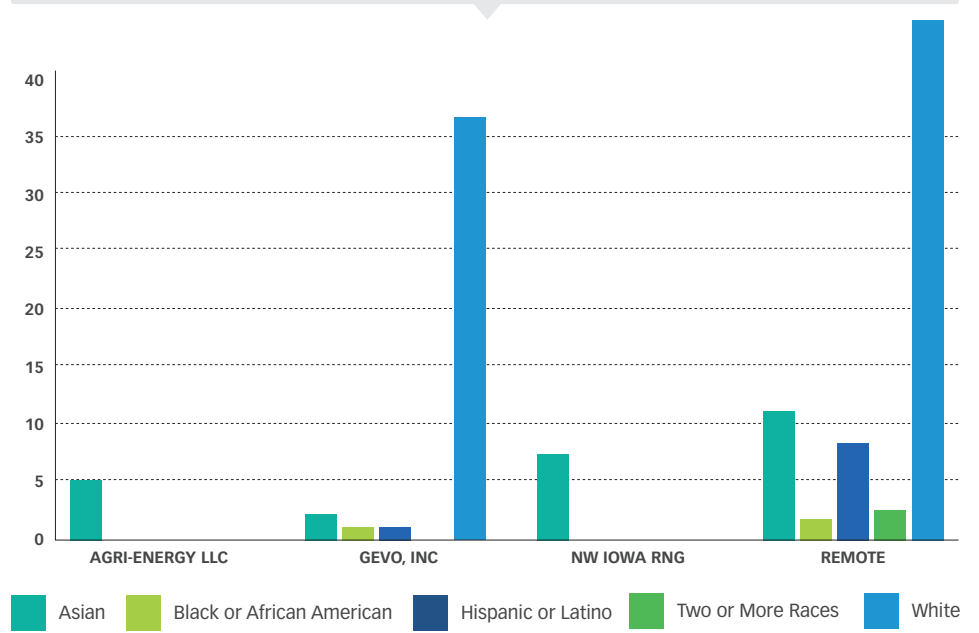


**Table 5.**  
Diverse Employees by Age Group



**AGE RANGE**  
 20-29: 3  
 30-39: 13  
 40-49: 6  
 50-59: 7  
 60-69: 0

**Table 6.**  
Ethnicity Distribution by Work Location



### 3.5 Labor-Management Relations and Worker Voice (GRI 402, 407)

Gevo’s labor and management relations practices are designed to promote open communication, trust, and collaboration between employees and leadership. While Gevo’s workforce is non-union, the company’s policies and practices uphold the human right to freedom of association and collective representation.

In 2024, key actions included:

- Leadership training sessions focus on communication, feedback, and conflict resolution
- Enhanced virtual-meeting tools and manager check-in times for remote employees keep communication lines open
- Expanded collaboration platforms and virtual events improve access to leadership, development opportunities, and culture-building

Effectiveness is monitored through survey results (including trust and communication scores),

*Gevo’s labor and management relations practices are designed to promote open communication, trust and collaboration between employees and leadership.*

turnover and retention trends, participation in open-forum sessions, and remote-employee feedback. Voluntary turnover levels below 25% in 2024 and positive engagement feedback indicate strong labor-management relations.

Gevo identified no operations or suppliers in 2024 where the right to freedom of association and collective bargaining was at risk. Operations are primarily in the United States and Pune, India, where these rights are protected under applicable law. Vendor relationships are managed with contractual compliance clauses and due-diligence reviews.

Gevo does not have formally negotiated minimum notice periods for operational changes; however, employees are typically informed of significant changes (such as acquisitions or restructuring) at least two weeks in advance and, where possible, earlier. For example, planning and communications for the 2025 acquisition and integration of the North Dakota ethanol facility began months before closing to minimize disruption.

### 3.6 Communities, Indigenous Peoples, and Volunteerism (GRI 411, 413)

#### Local Communities and Community Impact (GRI 413)

Gevo’s operations and renewable-energy projects create positive economic, environmental, and social impacts in the communities where we operate. By developing clean-energy technologies, generating local employment, and engaging transparently with stakeholders, Gevo aims to contribute to community resilience and sustainable development.

In 2024:

- Gevo supported economic activity and employment in Doon, Iowa through RNG operations and maintenance contracts, and in Englewood, Colorado through corporate, laboratory, and innovation roles.
- No community grievances, disputes, or negative health impacts related to operations were reported.
- Environmental monitoring, internal audits, and inspections confirmed compliance with applicable regulations and absence of community exposures.

#### Volunteer Program: Fueling the Community

Gevo’s Fueling the Community program allows employees to volunteer



with charities and local organizations while being paid for a set number of hours each year. This recognizes that engagement in community causes is part of a healthy and purpose-driven culture.

In 2024, employees contributed **more than 260 volunteer hours** supporting:

- Local food banks

- School programs
- Civic and community organizations
- Environmental and development initiatives

This program helps strengthen community relationships, build pride in Gevo’s local presence, and connect employees to causes that matter to them.

**Rights of Indigenous Peoples (GRI 411)**

Gevo recognizes and respects the rights of Indigenous Peoples, including cultural heritage, traditions, and connection to land and natural resources. In 2024, Gevo:

- Operated its RNG facility in Doon, Iowa, its Englewood corporate office and lab, and its Pune engineering **office outside Indigenous territories.**
- Recorded **no grievances, disputes, or claims related to Indigenous rights.**

**Our commitment is reflected in:**

- Human Rights Commitment and Code of Conduct
- Environmental, Health, and Safety Policy
- Community and Stakeholder Engagement Principles

As Gevo advances future development projects, including potential operations in North Dakota and other regions, its approach will emphasize early, transparent engagement and may include:

- Local employment and training opportunities, including for Indigenous community members where applicable
- Supplier inclusion and procurement opportunities for locally owned and minority- or Indigenous-owned businesses
- STEM education and workforce partnerships in local schools and technical programs
- Community investments focused on sustainable development, environmental protection, and education

### 3.7 Farmer Program: Climate-Smart Farm-to-Flight

Gevo’s Climate-Smart Farm-to-Flight program, supported by the U.S. Department of Agriculture Partnerships for Climate Smart Commodities, continued in 2024. The program collaborates with growers in our supply regions to:

- Enroll farmers into regenerative practice programs.
- Measure and verify changes in carbon intensity at the field level.
- Create market incentives and premiums for low-CI corn used for SAF and low-CI ethanol.

Regenerative practices, including reduced tillage, cover crops, and optimized nutrient management help:

- Lower the carbon intensity of corn.
- Enhance soil health.
- Support producer profitability.
- Strengthen the feedstock pipeline for future SAF and low-CI ethanol facilities.

This program reflects Gevo’s conviction that prosperity and progress must be shared with the producers whose land and effort enable low-carbon fuels. The results speak for themselves:

- 2024 acres enrolled: 156,310
- Number of participating growers: 192
- Estimated emissions reductions: 72,259 MT CO<sub>2</sub>e
- Premiums/incentives paid to growers: \$7,448,961.81



# Section 4

## Governance

### 4.1 Board of Directors and Oversight

Gevo’s mission requires long-term thinking, strong risk management, and a board that understands both the opportunities and the challenges of the energy transition.

#### Our Board of Directors:

- Is elected by stockholders and is responsible for setting Gevo’s long-term strategy and overseeing management’s execution of that strategy
- Provides oversight on key risks, including financial, operational, environmental, and social matters
- Includes independent directors and management directors, with board committees chaired by independent directors, in line with Nasdaq requirements<sup>1</sup>

#### 2024 Board Members:

- Dr. Patrick R. Gruber, **Chief Executive Officer and Director**
- William H. Baum, **Chairman of the Board**
- Dr. Angelo Amorelli
- Carol Jane Battershell
- Jaime Guillen
- Andrew J. Marsh
- Gary W. Mize
- Katie Ellet

#### The board oversees:

- Strategy and capital allocation
- Executive leadership selection and performance
- Major projects and transactions, including ATJ-60 and the Red Trail acquisition
- Integrity of financial reporting and internal controls



<sup>1</sup>: <https://www.sec.gov/Archives/edgar/data/1392380/000139238025000011/gevo, 20241231x10k.htm> "GEVO, INC., December 31, 2024"

## 4.2 Management Guidance for Environmental and Social Topics

Management and the board together oversee key environmental and social topics, including:

- Safety performance and culture
- Climate and carbon-intensity strategy
- Human capital management and diversity
- Community and stakeholder engagement

These topics are integrated into project design, capital planning, and risk management as part of our overall business system <sup>1</sup>



## 4.3 Governance Policies and Guidelines

Gevo maintains a suite of policies and guidelines that codify how we operate, including:

- Code of Business Conduct and Ethics applies to all employees, officers, directors, and consultants, emphasizing honesty, integrity, and compliance with law.
- Corporate Governance Guidelines describe board structure, responsibilities, and committee roles and practices.
- Complaint Resolution and Whistleblower Policies provide avenues for employees and others to raise concerns about potential mis-

conduct, including accounting, internal controls, or ethical issues.

- Human Rights Policy affirms our commitment to respect internationally recognized human rights throughout our operations and value chain.
- Insider Trading and Disclosure Policies define how material non-public information is managed and how we communicate with investors and the public.<sup>1</sup>

These policies are reviewed periodically and updated as necessary to reflect evolving regulations, stakeholder expectations, and best practices.



<sup>1</sup>: <https://www.sec.gov/Archives/edgar/data/1392380/000139238025000011/gevo, 20241231x10k.htm> "GEVO, INC.\_December 31, 2024"

## 4.4 Partnerships, Trade Associations, and Industry Leadership

Gevo continues to participate in industry organizations, working groups, and policy discussions that shape the markets in which we operate, including global, national, and sector-specific associations, to accelerate the commercialization of low-carbon fuels, expand regenerative agriculture markets, advance SAF policy frameworks, and build shared infrastructure for decarbonization. These memberships reinforce Gevo’s partnership-driven approach aligned with SDG-17: **Partnerships for the Goals**.



### Biofuels & Clean Energy Trade Associations

#### Advanced Biofuels Association (ABFA)

Federal policy advocacy and industry coordination for advanced biofuels and renewable hydrocarbons.

#### Renewable Fuels Association (RFA)

U.S. ethanol industry representation, technical standards development, and regulatory engagement.

#### Clean Fuels Alliance America

Advocacy and market development for biodiesel, renewable diesel, and SAF across multiple sectors.

#### Low Carbon Fuels Coalition

National policy and market development organization supporting low-carbon fuel deployment and regulatory frameworks.

#### Michigan Advanced Biofuels Coalition (MiABC)

Regional leadership network advancing biofuels markets and technology adoption.

#### Bioenergy Australia

National industry association supporting sustainable bioenergy and renewable liquid fuels development in Australia.

### Global Aviation & SAF Market Organizations

#### Air Transport Action Group (ATAG)

Gevo participates as a Strategic Associate contributing to SAF scaling dialogue and global aviation climate strategy.

#### International Air Transport Association (IATA) – Strategic Partner

Engagement in working groups, standards alignment, and industry forums to enable SAF deployment and market integration.

#### Sustainable Aviation Fuel (SAF) Coalition

Multi-stakeholder coalition of airlines, OEMs, airports, and producers advocating for SAF adoption, incentives, and infrastructure.

#### ICAO / CORSIA Fuel Task Group

Participation in international emissions accounting and fuel sustainability frameworks that enable global SAF compliance and recognition.

### Agriculture, Commodities & Rural Market Coalitions

#### U.S. Grains Council (USGC)

Member organization supporting market development, export channels, and grain-based feedstock innovation, including biofuel pathways.

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